Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

U.S. Customs and Border Protection 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	316	328	259	247	220	117
Number of Complainants	293	294	245	229	207	116
Repeat Filers	18	28	14	16	10	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Race	91	94	59	71	64	26
Color	30	17	19	13	16	8
Religion	17	21	13	11	11	5
Reprisal	141	166	118	114	111	50
Sex	91	99	87	80	65	34
PDA	0	2	4	2	2	3
National Origin	76	77	57	44	50	31
Equal Pay Act	0	1	0	1	0	0
Age	97	90	87	75	47	44
Disability	79	72	55	41	49	25
Genetics	0	1	0	2	2	0
Non-EEO	12	19	12	9	9	7

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Appointment/Hire	13	22	9	8	9	8
Assignment of Duties	42	43	45	26	33	6
Awards	6	5	5	3	4	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	3	0	1	1
Reprimand	16	29	10	18	14	2
Suspension	13	26	15	13	14	5
Removal	4	5	3	1	1	2
Other	8	2	1	0	1	0
Duty Hours	6	10	5	5	2	3
Evaluation Appraisal	10	13	4	6	2	2
Examination/Test	3	4	1	4	2	1
Harassment						
Non-Sexual	87	122	91	91	103	44
Sexual	11	9	7	10	11	5
Medical Examination	3	4	7	3	6	1
Pay (Including Overtime)	7	10	10	10	15	3
Promotion/Non-Selection	59	60	55	48	41	25
Reassignment						
Denied	10	13	10	13	8	6
Directed	13	11	8	5	6	1
Reasonable Accommodation	14	14	11	10	14	3
Reinstatement	1	3	1	0	2	2
Retirement	3	2	2	3	3	1
Termination	66	56	16	8	8	7
						6

Terms/Conditions of Employment	31	61	28	15	14	
Time and Attendance	20	25	22	8	8	3
Training	12	14	6	9	5	2
Other	32	6	4	2	1	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	140.40	146.34	176.80	209.23	189.43	170.89
Average number of days in final action	256.44	149.33	87.41	71.77	51.45	49.32
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	141.99	144.37	177.64	206.17	191.69	170.91
Average number of days in final action	78.57	81.67	33.20	35.42	36.55	37.46
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	134.96	153.43	175.41	218.10	184.36	170.84
Average number of days in final action	673.17	242.48	171.84	121.15	103.64	72.42

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	40	43	29	31	37	15
Average days pending prior to dismissal	277	74	72	97	103	79
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	38	32	51	18	27	9

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 03-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		7		4		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	0
With Hearing	1	100	2	100	5	100	7	100	4	100	1	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 03-31	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
Race	1	100	0	0	0	0	0	0	1	20	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	60	1	50	1	20	0	0
Sex	0	0	0	0	3	60	0	0	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	1	20	0	0	2	40	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	20	0	0	2	40	2	100
Disability	0	0	1	50	0	0	1	50	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	1		2		4		1		3		1	
Race	1	100	0	0	0	0	0	0	1	33	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	3	75	1	100	1	33	0	0
Sex	0	0	0	0	3	75	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	25	0	0	1	33	1	100
Disability	0	0	1	50	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	1	25	0	0	0	0	0	0
Findings Without Hearing	0		0		1		1		2		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	1	100
Disability	0	0	0	0	0	0	1	100	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 03-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		5		2		5		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	0	0	2	40	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	20	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	20	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	20	0	0	3	60	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	20	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	40	0	0	2	40	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	1	20	0	0
Reasonable Accommodation	0	0	1	50	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	1	50	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	20	0	0	0	0	0	0
Findings After Hearing	1		2		4		1		3		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	0	0	1	33	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	33	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	25	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	3	100	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	25	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	2	50	0	0	1	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	100	0	0	0	0
Reasonable Accommodation	0	0	1	50	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	0	0	0	0	1	100
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	33	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	25	0	0	0	0	0	0
Findings Without Hearing	0		0		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	162	160	173	170	210	290
Total Complainants	133	132	138	144	180	249
Number complaints pending						
Investigation	5	8	7	2	0	11
ROI issued, pending Complainant's action	0	0	0	0	0	8
Hearing	98	130	151	155	192	251
Final Agency Action	49	18	12	13	17	20
Appeal with EEOC Office of Federal Operations	37	85	129	164	210	85

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 03-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	2	0	0	0